

# Gender-SMART Final Dissemination Event

Harvesting lessons learned:  
Inclusive Workplaces &  
Sustainable Impact

Brussels, 19 October 2022



# OPENING SESSION

## COUNTRIES INVOLVED

- Implementing Partner
- Technical Partner



### Coordinator



Centre de Coopération Internationale  
en Recherche Agronomique pour le  
Développement (CIRAD) - FRANCE

### Implementing Partners



Centro de Investigaciones Científicas y  
Tecnológicas de Extremadura  
(CICYTEX) - SPAIN



Centro Internazionale di Alti Studi  
Agronomici Mediterranei  
(CIHEAM Bari) - ITALY



Agriculture and Food Development  
Authority (Teagasc) - IRELAND



Wageningen University (WUR)  
NETHERLANDS



Technologiko Panepistimio Kyprou  
(CUT) - CYPRUS



Agence Nationale de la Recherche  
(ANR) FRANCE

### Technical Partners



Yellow Window - BELGIUM



Institute of Sociology of the Academy  
of Sciences of the Czech Republic  
Public Research Institution (IAS)  
CZECH REPUBLIC



# WELCOME

**Nadine ZAKHIA-ROZIS,**  
GenderSMART Project  
Co-ordinator  
CIRAD, France



This project has received funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement N° 824546



#HorizonEU

## THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

**Gender Smart Final Conference**  
**19-10-2022**

Athanasia MOUNGOU  
Policy Officer, Gender Sector  
D4 – Democracy & European  
Values  
DG Research & Innovation



Gender  
SMART

- Lasting good practices, including:

## JOINT CAMPAIGN



Prior to our youth event, Gender-SMART and GEARING Roles are launching a joint campaign #GEInsiders!

**FEMMEFEST**  
FESTIVAL ENTHUSIASME ET EMPHASE FÉMININE CYPRUS



### FACING COVID-19 in Gender-SMART Partner Countries

Support to employment in Research Funding and Performing Organizations



Gender  
SMART

June 2021



#WeLookAhead

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement 101019154

### Horizon Europe Guidance on Gender Equality Plans

**HORIZON  
EUROPE**

**GENDER IN  
RESEARCH:  
BUILDING A  
HORIZON  
FOR EUROPE**

THURSDAY, 21 APRIL 2022

## Sister projects celebrating #IWD2022

On the occasion of the International Women's Day  
#IWD2022, we celebrated equality along with our...

9 March 2022



European  
Commission

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GENDER EQUALITY

# Policy Context



# European Research Area

An open space  
for knowledge and growth

## ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research


- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)

### **Institutional change**

#### **Policy translated into EU funding**

- Support to the implementation of Gender Equality Plans (GEPs) in HEIs, research organisations and public bodies since 2011 (FP7 and Horizon 2020)
  - over 200 organisations supported, through 30 GEP-implementing projects, for a budget over 72 EUR Million

# She Figures 2021

	
PhD women graduates	<b>48.1 %</b>
PhD women graduates Agriculture, forestry, fisheries and veterinary	<b>56.8 %</b>
PhD women graduates Engineering, manufacturing, construction	<b>29.4 %</b>
Women Researchers	<b>32.8 %</b>
Women in grade A positions	<b>26.2 %</b>
Women Heads of Higher Education institutions	<b>23.6 %</b>
Women board leaders	<b>24.5 %</b>
Women board members	<b>31.1 %</b>
Publications with a gender dimension in their R&I content*	<b>1.8 %</b>

\* Highest percentage in the Medical & Health sciences; lowest percentage in Engineering & Technology



- [Full Report](#)
- [Interactive website](#)  
incl. MS country  
fiches
- [Policy briefs](#)





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HORIZON EUROPE

# Gender Equality



# Gender equality: a strengthened crosscutting priority in Horizon Europe

- **Article 7(6)** and **Recital 53** of [Framework Regulation](#)
- **Articles 2(2)(e)** and **6(3)(e)** of the [Specific Programme](#)



Gender Equality Plan: **Eligibility Criterion**



Integration of the gender dimension: **Award Criterion**



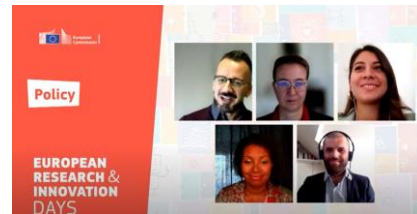
Gender balance: **Ranking Criteria** – for *ex aequo* proposals

# Key Policy Priorities for Gender Equality in European R&I (2022-2024)

- **Enforce and monitor** gender equality provisions and requirements in Horizon Europe
- Develop **Inclusive Gender Equality Plans and Policies** in R&I organisations, in line with the new **ERA Policy Agenda** (Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration), including:
  - Knowledge and practice on **intersectional gender equality policies**
  - European baseline on **gender-based violence** in R&I organisations
  - **Commitment of RFOs** towards the implementation of gender equality principles in assessment procedures and integration of the gender dimension in programmes
- Address the **impact of COVID-19** on gender equality in R&I, especially young researchers
- Address the **under-representation of women in STEM** through a roadmap of activities rolled out in the European Year of Youth, including a STE(A)M Manifesto, in line with the **European Strategy For Universities (ES4U)**

# Roadmap of activities: women in STEM

- Roadmap of activities for addressing women's underrepresentation in STE(A)M
  - **EU Prize for Women Innovators:** not one but three prizes of EUR 50 000 each in the Rising Innovator Category awarded to the most promising **young innovators under 35**
  - CORDIS leaflet: [Bridging the gender gap in STEM](#)
  - R&I Days 2022: [Stream the STE\(A\)M – gender equality 4 studies and careers](#)
- **Manifesto for gender-inclusive STEAM education and careers**, together with secondary schools, universities, research organisations, and the private sector
- **Survey** launched on 14/10/2022 :  
[https://ec.europa.eu/eusurvey/runner/STEAM\\_Manifesto](https://ec.europa.eu/eusurvey/runner/STEAM_Manifesto)



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HORIZON EUROPE

# Useful Resources



# Gender Equality in R&I policy webpage

SCAN  
ME!



## Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

### PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in Horizon Europe

Gender Equality Plans as an eligibility criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

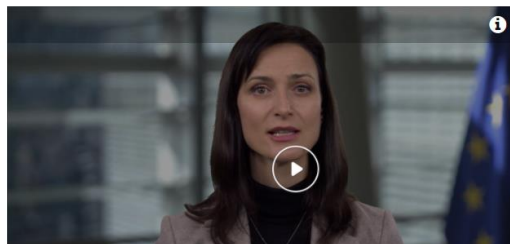
Related links

## The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



**Horizon Europe Gender Equality Plan**

**Towards inclusive gender equality in Research and Innovation**

**The EU's commitment to gender equality and inclusiveness in R&I**

**HORIZON EUROPE**

**GENDER EQUALITY PLANS (GEPs) Frequently Asked Questions**

**She Figures**

[https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en)



# Thank you!

For questions and further information on gender equality provisions, please contact:

**[RTD-GENDERINRESEARCH@ec.europa.eu](mailto:RTD-GENDERINRESEARCH@ec.europa.eu)**

## #HorizonEU

**<http://ec.europa.eu/horizon-europe>**



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# ELISABETH CLAVERIE DE SAINT MARTIN (CEO at CIRAD)

*CIRAD experience working on gender in EU  
partnership*



# KEY NOTE SPEECH

*Change of mind and change of heart: Gender Equality Plans as a tool for institutional change*

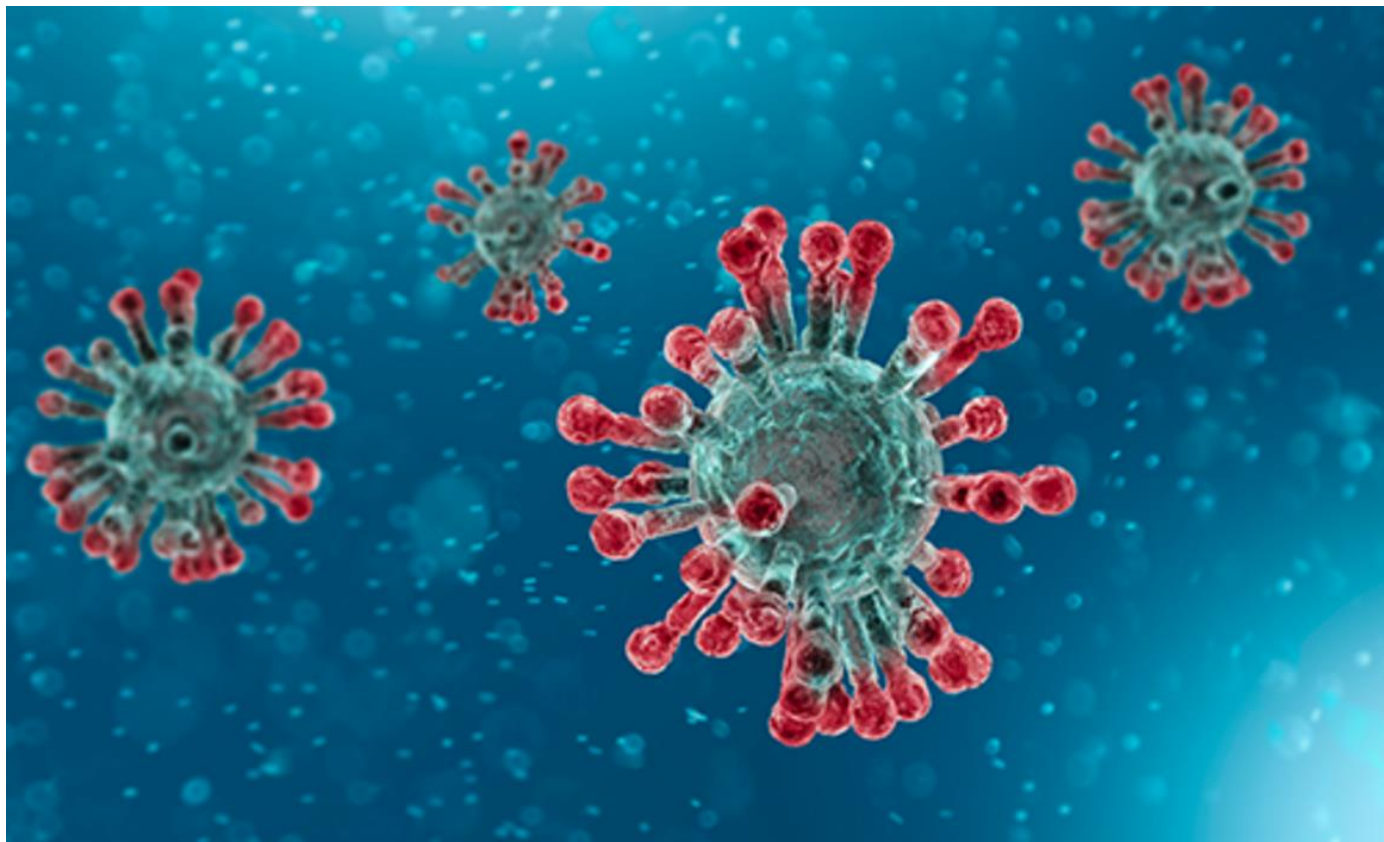
Marcela LINKOVA (ISAS)

## CHANGE OF MIND AND CHANGE OF HEART

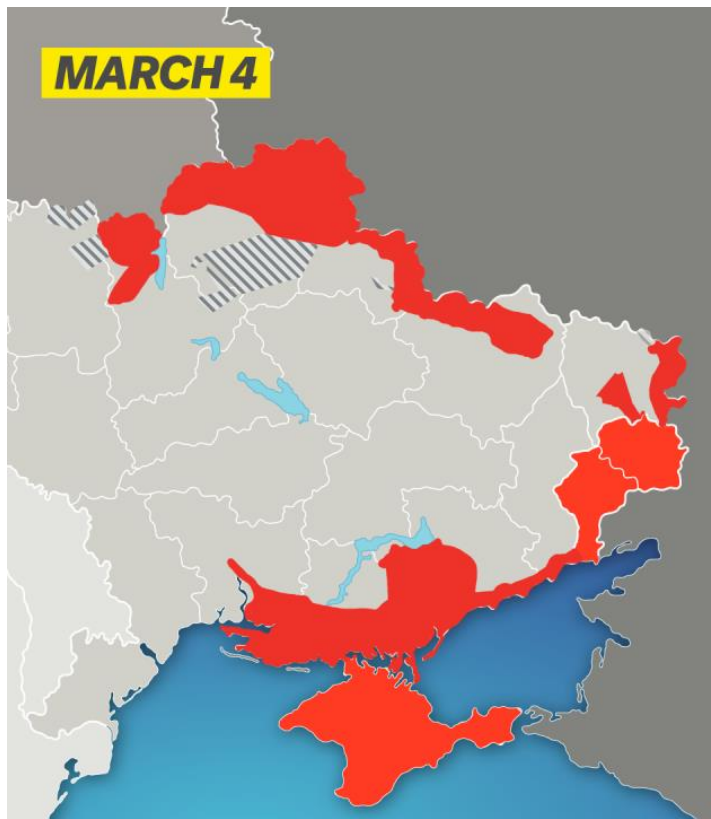
GENDER EQUALITY PLANS AS A TOOL FOR INSTITUTIONAL CHANGE

*Marcela Linkova* – Institute of Sociology, Czech Academy of Sciences  
[marcela.linkova@soc.cas.cz](mailto:marcela.linkova@soc.cas.cz)





**MARCH 4**



**OCT 10**



# During the lifetime of Gender-SMART, we have come to live in a different world

- EU policy for gender equality in Research & Innovation
  - 2019: danger of backsliding and pushback from some Member States (Linková, Mergaert 2021)
  - 2021: GE confirmed as a priority for the renewed European Research Area
- Institutional change through gender equality plans
  - 2009: EU-funded structural change projects
  - 2021: [GEP eligibility criterion in Horizon Europe](#)
    - 4 building blocks
    - 5 thematic areas
    - Commission checks
- [Inclusive gender+ equality](#) + Centre of Excellence on Inclusive Gender Equality
- Gender-based violence in research and higher education
  - [CZ PRES conference](#) in Nov 2022 to launch ERA Action 5 on GBV: Call for Action

# Institutional change in complex systems

- Layering
  - Project GEP
  - National GE / GEP requirements
  - EU GEP requirement
- Sustainability
  - Exogenous influences
  - Institutionalisation
  - Data monitoring
  - Resourcing

## Main achievements

- Increased interest in and attention to gender issues overall
- Higher awareness of the staff and other groups
- Better cooperation with stakeholders/services
- More inclusive and gender sensitive communication
- Higher traction of the core team in their institution



## Areas of greater advancement

- Leadership commitment
- Expansion of the transformational agent network
- Gender sensitive routines and practices
- Institutionalisation of GE structures

## Areas of slower advancement

- Increased capacity to drive institutional change
- Access to gender expertise and expertise in the core team

## Key takeaways for driving change

- Top leadership
- Internal stakeholders engagement
- Time intensive

# Sustenance and collaboration

- Emotions
- Self-care
- Care for others





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## ISAS team

Hana Tenglerová

Katarína Slezáková

Marcela Linková

### Resources

Tenglerová, Linková 2020

Mergaert, Cacace, Linkova 2022

Tenglerová 2022

[www.gendersmart.eu](http://www.gendersmart.eu)



GenderSmart\_EU

# THANK YOU

## PANEL 1

The Gender-SMART experience: Institutional  
change in agriculture and food science



# The cross GEP analysis from Gender-SMART project

Katarína Slezáková

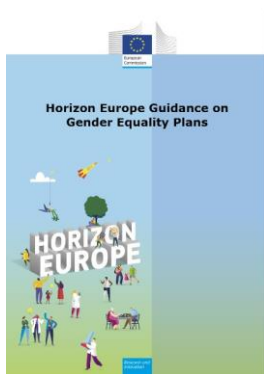
Institute of Sociology, Czech Academy of Sciences

Brussels Oct 19th

Gender Smart Final Event

# Analyses

## Template



- Mandatory building blocks
- Thematic building blocks

## Data

- Analyses presented here is only based on GEP themselves, or documents that are closely related such as indicator lists



# Point 1: Mandatory Building Blocks

	Partner 1	Partner 2	Partner 3	Partner 4	Partner 5	Partner 6	Partner 7
<b>1. Public document demonstrating a commitment to gender equality</b>							
a formal document signed by the top management							
disseminated externally							
disseminated within the institution (internally)							
sets clear goals and detailed actions and measures to achieve them							
<b>4. Training and capacity-building</b>							
developing gender competence and tackling unconscious gender bias among staff, leaders and decision-makers							
establishing working groups dedicated to specific topics							
raising awareness through workshops, campaigns and ongoing communication activities							

# Point 1: Mandatory Building Blocks

	Partner 1	Partner 2	Partner 3	Partner 4	Partner 5	Partner 6	Partner 7
<b>2. Dedicated resources</b>							
for the design, implementation, and monitoring of the GEP							
<u>may</u> include funding for specific positions such as Equality Officers or Gender Equality Teams							
<u>may</u> include earmarked working time for academic, management and administrative staff							
gender budgeting							
<b>3. Data collection and monitoring</b>							
GEP must be evidence-based and founded on sex or gender-disaggregated baseline data collected across all staff categories (audits)							
data informs the GEP's objectives and targets, indicators, and ongoing evaluation of progress (M&E)							
Annually collecting, analyzing and reporting gender+ segregated data to monitor and evaluate the progress of GE implementation (reports)							

# Point 2: Thematic Building Blocks Coverage

Overall

Per partner

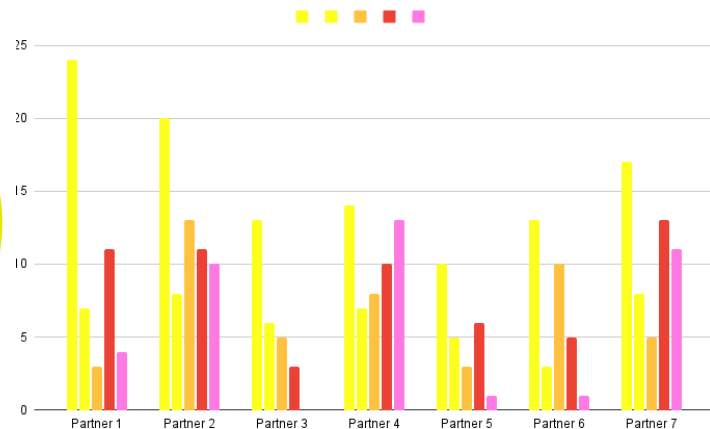
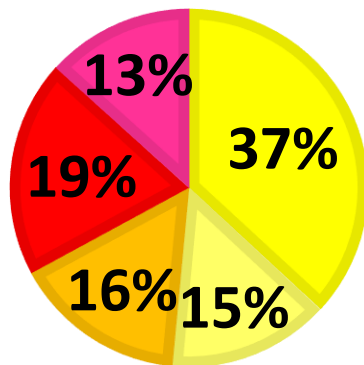
■ A) Organizational culture

■ A) Work-life balance

■ B) Gender balance in leadership and decision-making

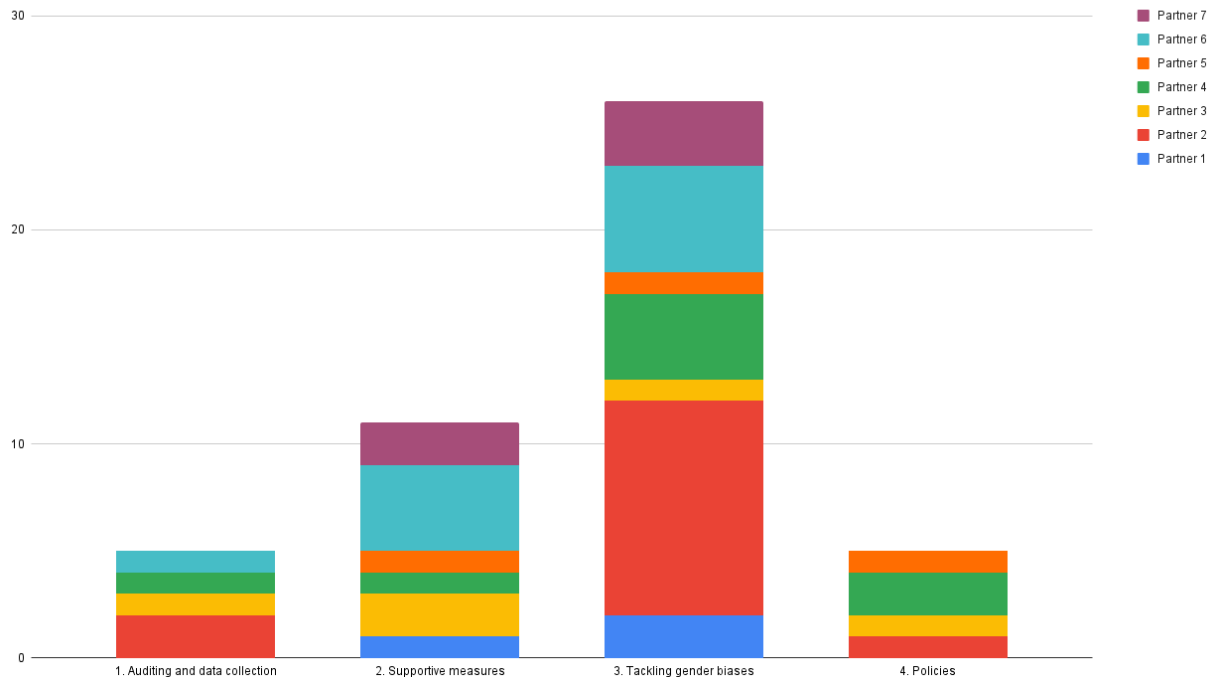
■ C) Recruitment and career progression

■ E) Gender-based violence



# Point 3: Distribution of Activities within aThematic Building Block

1. Auditing and data collection, 2. Supportive measures, 3. Tackling gender biases a 4. Policies



## Point 4: Gender-based violence and sexual harassment

	Partner 1	Partner 2	Partner 3	Partner 4	Partner 5	Partner 6	Partner 7
Auditing and data collection							
Prevention							
Investigation policy for gender based violence							

# Summary

- Overall, the most covered thematic area in GEPs is organizational culture
  - In their character, most (from other thematic areas) measures are awareness rising, inclusive language and capacity building
- In follow up plans, attention should be paid to gender based violence and sexual harassment
- Structural changes and implementing new policies (such as affirmative action) are less common – especially relating to topics such as career progression and decision making

# Sources

- European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

# BUILDING A GENDER EQUALITY CULTURE

## DEVELOPING GENDER EQUALITY VALUES FOR TEAGASC

Emma Fogarty, GenderSMART Project Co-ordinator  
Teagasc, the Agriculture and Food Development  
[gendersmarteu@teagasc.ie](mailto:gendersmarteu@teagasc.ie)



# Description of the Good Practice

- Defining Teagasc's core values and behavioural statements

## Equal Opportunities

- We will ensure that everyone in Teagasc will have equal opportunities to achieve their potential.

## No Barriers

- We will ensure there are no barriers to achieving gender equality within the organisation.

## Active Inclusion

- We will actively ensure that all voices in the organisation are heard and that staff are empowered to share their views and ideas.

# Development of the Good Practice

- Developed participatory approach to analysing organisational culture
- Internal gender values workshops—different techniques used:
  - Storyboards
  - Cultural web exercise
  - Brainstorming
  - Clustering of ideas
  - Voting and ranking
  - Lotus blossom



# Facilitating factors

- Celebration of IWD 2018
- Gender Audit
- Engagement of middle and senior management
- Support of GenderSMART project and partners
- Publication of our Gender Equality Plan



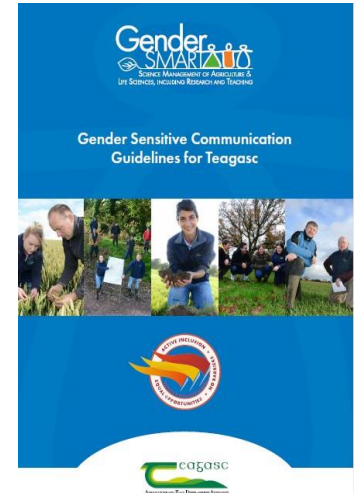
# Challenges and strategies to implement actions

- Mobilising key stakeholders – resistance
- Communicating our GE values
- Development of logo
- Inclusion in corporate communications & recruitment documentation.



# Sustainability

- “Tone from the Top” - regular reminders of our GE values by Director & SMG
- Updates to staff on internal communications platform – dedicated space for GenderSMART project and progress.
- Prominent display of logo on public website and in recruitment and corporate documents eg Annual Report 2021.
- GE values, actions & progress highlighted by Director at annual Teagasc briefing for members of Government - Oct. 2022.
- Launch of Gender Sensitive Communication Guidelines for Teagasc.





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# THANK YOU

[www.gendersmart.eu](http://www.gendersmart.eu)



GenderSmart\_EU



# Cirad Community of Practice for integrating the gender perspective in research content

*E. Bouquet, JM. Sourisseau – CIRAD*

[emmanuelle.bouquet@cirad.fr](mailto:emmanuelle.bouquet@cirad.fr)

[jean-michel.sourisseau@cirad.fr](mailto:jean-michel.sourisseau@cirad.fr)

# A Researchers CoP: Principles and Goals

- Moving in a sceptical and self-censored environment
- Gender integration benefits (on academic and impact performances) as a hypothesis
- Starting from CIRAD experiences and from the core business of research units and projects
- A voluntary basis, acknowledging and welcoming diversity
- 2 goals: promoting collective learning and documenting diverse ways of being gender smart

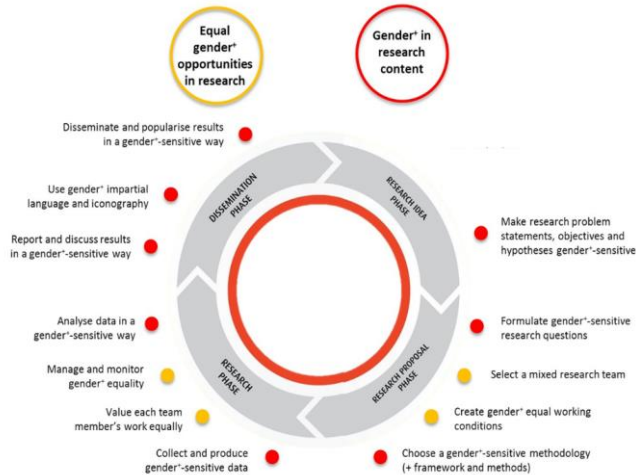


# Main achievements

- 70 researchers and support staffs
- 15 workshops
- 12 case studies at project level
- Online resources depository
- Increasing institutional visibility:
  - Invitations to contribute to scientific facilitation meetings of research units and of on going projects
  - Demands from CIRAD support services (eg project design)
- A validation of our starting hypothesis

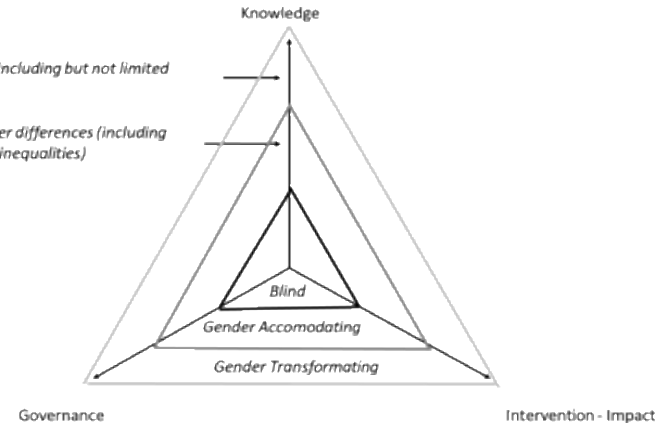
# Facilitating factors: tools and methods

- A common analysis framework
- A common reporting framework



*Gender Relations (including but not limited to discrimination)*

*Women and gender differences (including but not limited to inequalities)*

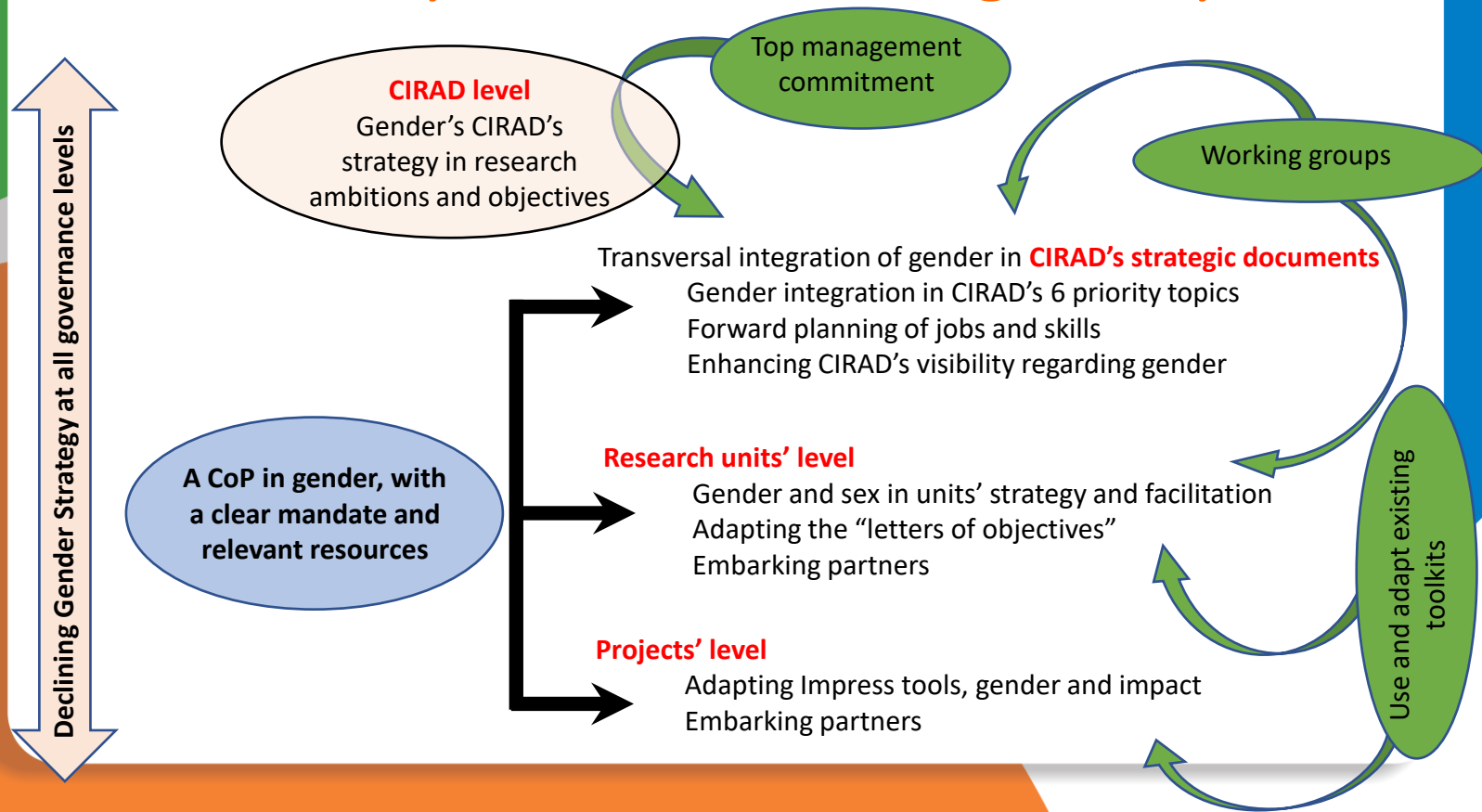


Source: EC toolkit, Yellow Windows

# Challenges and strategies to implement the CoP

- Staff availability versus time intensivity of the process
- Projects governance (including partnership) cannot be disconnected from research dimensions
- A need for tailormade training and external mentoring
- *“If you want to get somewhere else, you must run at least twice as fast as that!”* → Sustain the momentum

# Sustainability: institutionalising the dynamic





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# THANK YOU !

[www.gendersmart.eu](http://www.gendersmart.eu)



GenderSmart\_EU

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[jean-michel.sourisseau@cirad.fr](mailto:jean-michel.sourisseau@cirad.fr)

# Gender+ Integration into Grant proposal writing

Collaboration and expert training  
with proposal writers and support officers

*Margreet van der Burg* – Wageningen University

*Margreet.vanderBurg@wur.nl*



## GENDER+ DIMENSION IN HORIZON EUROPE

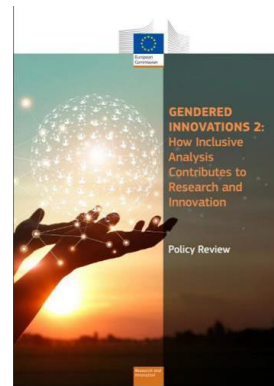
Exploring key options in  
proposal development and support

Dr Margreet van der Burg

Gender Studies in Food, Rural and Agricultural  
Research and Development,

WUR Gender-SMART project leader

30 August 2022



# Integration in activities of support services

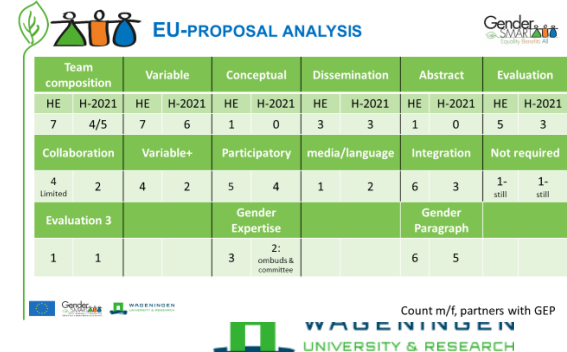
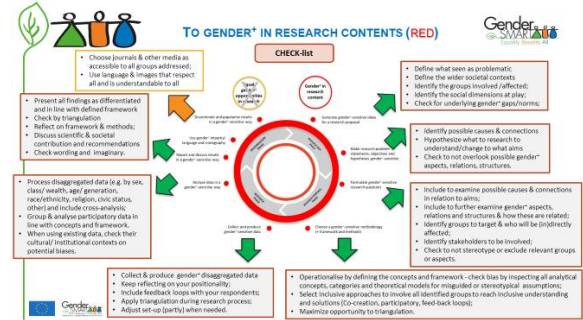
- WUR Grant Office:  
corporate support office between proposal writers - funders, with decentral liaison & tender offices in departments
- WUR: 1/3 of funding through external calls /competition
- Recently strengthened
- With start of Horizon Europe since Sept 2021:
  - How to answer requirement of GEP and integration of gender dimension in excellence criteria?

→ Gender-SMART support

Support by WUR Gender-SMART

With start of Horizon Europe since Sept 2021:

- 1/2 hour in regular information sessions and ppt available
- Check lists and guides for proposal writers (based on YW research cycle)
- References to trainings and handbooks
- Advice to individual proposal writers
- Analysis: 4 year to WUR granted EU proposals  
→ Awareness Meeting with all support officers
- GEP to be secured post-project





# Facilitating factors

As mentioned:

- EU Horizon Programme
  - Requirement: GEP (eligibility) and Inclusion of gender dimension
- 1/3 of external funding in WUR → acquisition key
- Grant proposals channeled through specific offices central-decentral

Also:

- Granted project proposals part of performance assessments

# Challenges and strategies to implement actions

- Targeting → Entry point: officer sessions with proposal writers
- Short time → Illustrate basics and key concepts with examples as facilitating further contact, advice, other options
- Analysis → Room for improvement:
  - From variables - difference → why and how to tackle: need of meaningful concepts, methods, analysis, impact assessment
  - E.g., tackling bias in concept, cross-analysis, indirect impacts
- Advice and support structure
- Implementation in WUR procedures: modules, criteria, peer-labs

# Sustainability

- Integration in existing information sessions
- Availability of guides and check lists at officers'
- Expanding to all research and project proposals
- Implementation structurally:
  - Advice structure
  - Modules - Peer labs - PhD training
- To be complemented with:
  - Expanding evaluation expertise
  - Examples for various fields



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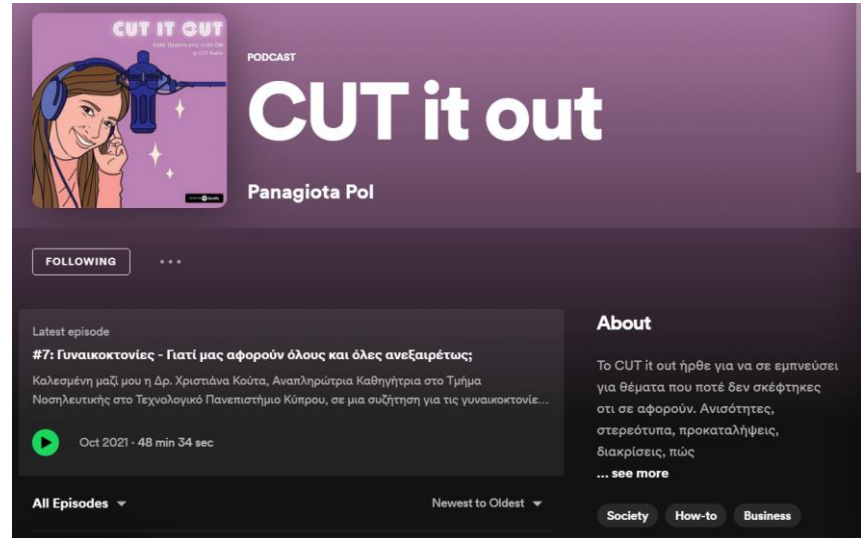
**WAGENINGEN**  
UNIVERSITY & RESEARCH

## The Awareness activities raised at Cyprus University of Technology

*Panayiota Polykarpou*  
*Project Manager at Cyprus University*  
[panayiota.polykarpou@cut.ac.cy](mailto:panayiota.polykarpou@cut.ac.cy)

# Good Practices Overview

- Radio Show at the CUT's Radio Station:  
“CUT it out – How to CUT stereotypes and biases out of your life”





## Η επιστήμη είναι γένους θηλυκού

Διεθνής Ημέρα Γυναικών και Κοριτσιών στην Επιστήμη

Γινόμαστε μέρος της παγκόσμιας προσπάθειας για να εμπνεύσουμε τη συμμετοχή περισσότερων γυναικών και κοριτσιών στην επιστήμη παρουσιάζοντας μερικές από τις γυναίκες επιστήμονες που διαπρέπουν με την ερευνητική τους δράση στο Τεχνολογικό Πανεπιστήμιο Κύπρου.

Γιατί στην επιστήμη δεν χωράνε διακρίσεις.



**"Στην επιστήμη δεν χωράνε διακρίσεις. Δεν υπάρχουν ανδρικά και γυναικεία επαγγέλματα. Υπάρχει μόνο θέληση να ανακαλύψεις τον κόσμο γύρω σου. Και όλα τα κορίτσια και γυναίκες πρέπει να γινόμαστε παράδειγμα και κίνητρο για μία κοινωνία χωρίς έμφυλους διαχωρισμούς."**

### Μαρία Κοσμά

Υποψήφια Διδάκτωρ  
Τμήμα Γεωπονικών Επιστημών, Βιοτεχνολογίας και Επιστήμης Τροφίμων

Η Μαρία μελετά τον εντοπισμό του μικροβιώματος της μέλισσας της Κύπρου και την ανάδειξη της πιθανής προβιότικής και ωφέλιμης δράσης του στην υγεία των μελισσών.



#DreamItBelt campaign - Interview with Audrey SERN...

69 views • 7 months ago

#DreamItBelt campaign - Interview with Carmen...

8 views • 7 months ago

#DreamItBelt campaign - Interview with Charlotte...

13 views • 7 months ago

#DreamItBelt campaign - Interview with Eman Abdo...

24 views • 7 months ago

# Facilitating factors

- Active participation from the Community of the University – in particular students.
- Highly engaged audience
- Informal approach for awareness of the topic (over a discussion, reading articles, interviewing experts)
- Wider dissemination actions (Spotify and other platforms)
- Promotion of internal expertise and change-makers



# Sustainability

- A series activities focused on awareness are now incorporated in the revised Equality Plan (2022-2024) under the Pillar “Building and Inclusive Culture”.
- Inclusive standards and language use at the shows
- Promotion of topics related to social responsibility, presented by the students



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# COFFEE BREAK

The session will  
resume in 20  
minutes



## PANEL 2

Sustainable Impact on institutionalising  
Gender Equality

## **Institutionalising Gender Equality at CICYTEX**

A legally guaranteed process of institutional change

*Carmen González Ramos – CICYTEX*

*Email: [dirección.cicytex@juntaex.es](mailto:dirección.cicytex@juntaex.es)*

# Description of the Good Practice



## Key factors:

- Global approach designed, used, monitored and evaluated by the project.
- Guaranteed by Spanish legislation in similar terms

## Examples to highlight:

- Inclusive communication.
- Zero tolerance towards any sexual harassment or harassment based on sex

# Facilitating factors

- **Spanish gender equality context and regulations and specially:**
  1. **Act 3/2007 for the effective equality of women and men (Equality Law):**
    - Three main areas of intervention: principles, employment, work-life balance, and parity (40/60).
    - Principle of mainstreaming in public policies
    - GEPs as a tool for the implementation of the principles and policies in the Entities
  2. **Act 901/2020, regulating gender equality plans**
    - GEPs in Spain have the same legal status as a labour agreement.
- **GenderSMART project:**
  - Driving force behind the process (mainly in terms of capacity building, time demands and mutual learning)
  - Technical partners and others have also been key in facilitating the process.
- **Determined commitment of Top Management (CICYTEX governing Board and Government of Extremadura), trade unions and other stakeholders (Science and Innovation National Ministry, Female associations, etc...)**

# Challenges and strategies to implement actions

CICYTEX GEP includes **66 measures** to be implemented over four years (2022-25)

## Main challenges:

- Institutional commitment of CICYTEX Directorate with **gender equality** in all its research institutes:
  - Compliance with Spanish legislation and signed GEP
  - CICYTEX's Statutes and Programme Contract with the Government of Extremadura
  - The European Human Resources Strategy for Researchers - HRS4R (application in process)
- **Zero tolerance towards any sexual harassment or harassment based on sex:**
  - **Protocol** in place as of 1 January 2022.
- Incorporate resources within the CICYTEX organisation to apply the **gender perspective** in its scientific **research and innovation activities**.
- To make the work of **women at CICYTEX visible** in order to disseminate their contributions to the science:
  - **Manual of inclusive language and communication** to ensure this type of communication.



# Sustainability

The sustainability of the institutionalization process is ensured by:

- **External factors:**

- **Requirements** at both the **European and national level for RPOs** are not only for the competition for funds and calls for proposals, but also for legislative compliance and policy design.

- **Internal factors:**

- **Equality Commission** (legally collegial body created on March 2020): CICYTEX, the regional Women's Institute, the Regional Ministry with competences on human resources and the main significant trade unions.
- **Budget line for the coming years** in the Regional Budget Law of the Govern of Extremadura where the CICYTEX budget is included once GenderSMART project ends.
- **Gender Equality Unit** and a **Gender Officer**.

And unfortunately, despite the progress that has been made, there is still a **need to make further progress towards real and effective equality of opportunity between women and men.**



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# CIHEAM Bari: Good Practices to steer the change

*Maroun El Moujabber – CIHEAM Bari*  
*[elmoujabber@iamb.it](mailto:elmoujabber@iamb.it)*

# CIHEAM Bari and Gender-SMART Project



## About CIHEAM :



Founded in **1962**



**13** Member States



**1** GENERAL SECRETARIAT  
in Paris

**4** MEDITERRANEAN  
AGRONOMIC INSTITUTES  
(Bari, Chania, Montpellier,  
Zaragoza)

**4** Years

**1** Gender equality plan (GEP)

# Institutional transformation through the involvement of Key Stakeholders

1/2

## HR at CIHEAM Bari:



**82** Employees



**150** Non-permanent Staff

## Stakeholders involved in the Project:



**34** KEY STAKEHOLDERS  
involved in the GEP actions



**5** FOCAL POINTS

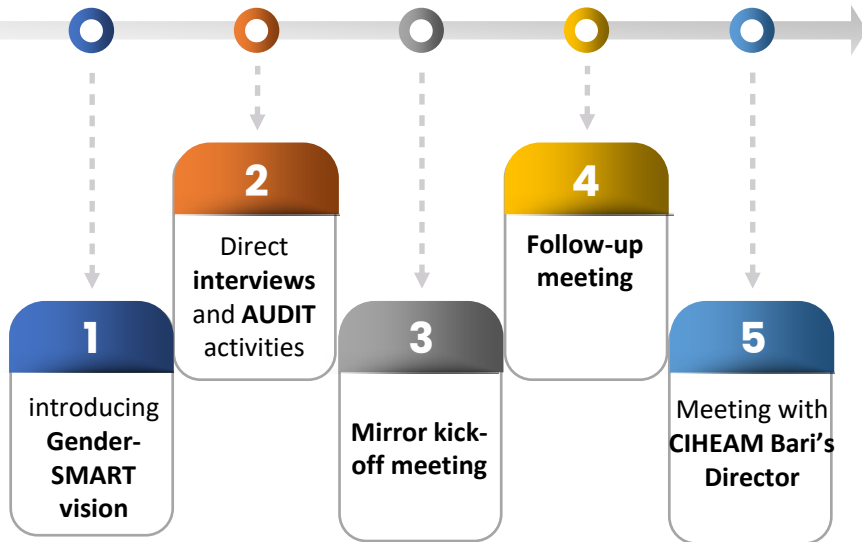
(Administration, Communication,  
Education, Management, Research)



# Institutional transformation through the involvement of Key Stakeholders

2/2

## Steps for the stakeholders involvement:



## Results:

1. **Several training and capacity building activities**
2. **Various communication channels aimed at reaching the different stakeholders**

## Remarks:

- An inclusive and transparent process engages more people and reduces resistance
- A greater number of individuals involved in the efforts creates more **ownership**, **enhances commitment**, and **helps ensure sustainability**

# FROM CIHEAM Bari to CORPORATE

The **Gender-SMART Core Team** reached out to other staff members from **CIHEAM headquarters and Institutes** to encourage them to design their tailored GEPs and undertake a pathway towards change for a joint engagement in a gender flagship initiative.

## Results:

The four institutes and the Headquarters have now their custom **GEPs elaborated and published in their websites**

## Corporate commitment for gender equality:

### 01 ACTION ONE

Dissemination document

Elaborate a document to disseminate CIHEAM's gender-sensitive culture and commitment to gender equality.

### 04 ACTION FOUR

Corporate communication campaigns

Run corporate communication campaigns on gender.

### 02 ACTION TWO

Guidelines on inclusive language

Publish guidelines on the use of inclusive language (for English, French, Italian, Spanish).

### 05 ACTION FIVE

Seminars on gender mainstreaming

Run corporate communication campaigns on gender.

### 03 ACTION THREE

Annual corporate gender report

Draw up an annual corporate gender report based on sex-disaggregated data.

### 06 ACTION SIX

Monitoring and evaluation of GEP

Share relevant indicators for monitoring and evaluation of GEP's actions in common areas of interest.



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# An evaluation criterion dedicated to the integration of sex and/or gender dimension in research content

Since AAPG 2022

*Laurence Guyard– ANR*

*[Laurence.guyard@agencerecherche.fr](mailto:Laurence.guyard@agencerecherche.fr)*

## Description of the Good Practice

- The integration of sex and/or gender in research content as an evaluation criterion of research projects submitted in response of a call launched by ANR.

# Facilitating factors

- **A favorable national legal context**
  - Public institutions had to implement a gender equality plan no later than March 31, 2021.
  - RPOs and RFOs had to include a dedicated axis to the integration of sex and/or gender dimension in research content in their plan.
- **A very driving European context**
- **A convinced and supportive CEO**

# Challenges and strategies to implement actions

- ANR did not want to introduce this new evaluation criterion suddenly and therefore carried out two test phases on the generic call for proposals opened to all scientific fields in order to:
  - Raise awareness among the scientific communities
  - Identify the level of understanding and knowledge on the subject
- ANR organised with Cirad a conference on Gender in research on december 15, 2020.
  - There were 500 participants from all scientific fields
  - Committee chairs had been invited to participate in the round tables
- ANR organizes training on gender for its staff but also for committee chairs

# Sustainability

- The sex and/or gender dimension in research content is now an evaluation criterion and it will remain so.
- But the experience shows that scientists are very far from understanding even in fields where it should be obvious.
- It is necessary to strengthen training and develop educational tools to support researchers



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# CLOSING SPEECH

Elena SCHUBERT

*Women in Agriculture and Rural Areas*



# GENDER – SMART

## Final Dissemination Event

### 19. October 2022

Women in Agriculture and Rural Areas

Elena Schubert, European  
Commission, AGRI/B3, AGRI Deputy  
Equality Coordinator



# Content

1. Commission's holistic approach towards gender equality
2. Key challenges of women in agriculture and rural areas – overview of the statistical data and indicators, references to the main drivers of inequalities
3. Commission's response to the challenges
4. Success stories of EAFRD funding

# 1. Commission's holistic approach towards gender equality

- First ever Commissioner for Equality – Helena Dalli
- **Equality Task Force** – the network of Equality Coordinators representing all Commission services => mainstreaming of equality and non-discrimination into all EU policies and funding
- Gender Equality – Commission's top priority => GENDER EQUALITY STRATEGY 2020-2025

# 1.1. Gender Equality Strategy 2020-2025

## KEY OBJECTIVES:

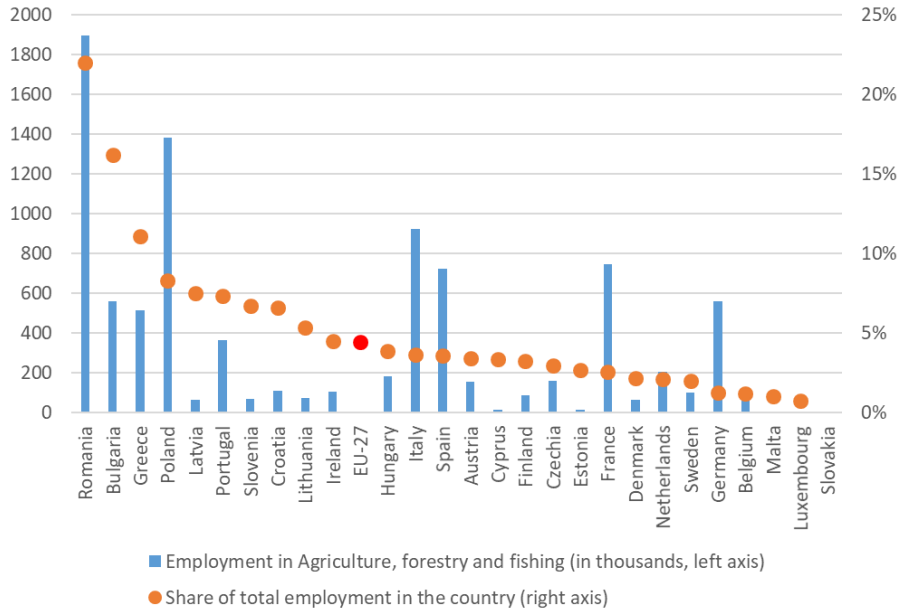
- Ending gender-based violence
- Challenging gender stereotypes
- Closing gender gaps in the labour market
- Achieving equal participation of women across all different sectors of the economy including agriculture and rural development
- Addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics.

## 2. Gender inequalities in agriculture and rural areas – statistical data and indicators

- AGRI action in the field of gender equality feeds into the Commission's overall policy and objectives which are defined in the Gender Equality Strategy and are anchored in the EU legislation (Article 2 and 3 of the Treaty on the European Union)
- AGRI focus – gender equality in agriculture sector and rural areas
- **The indicators reveal ample gaps between women and men in agriculture sector and between rural women and rural men.** This concerns a number of areas such employment, education and training and income.

## 2.1. Agriculture sector - employment

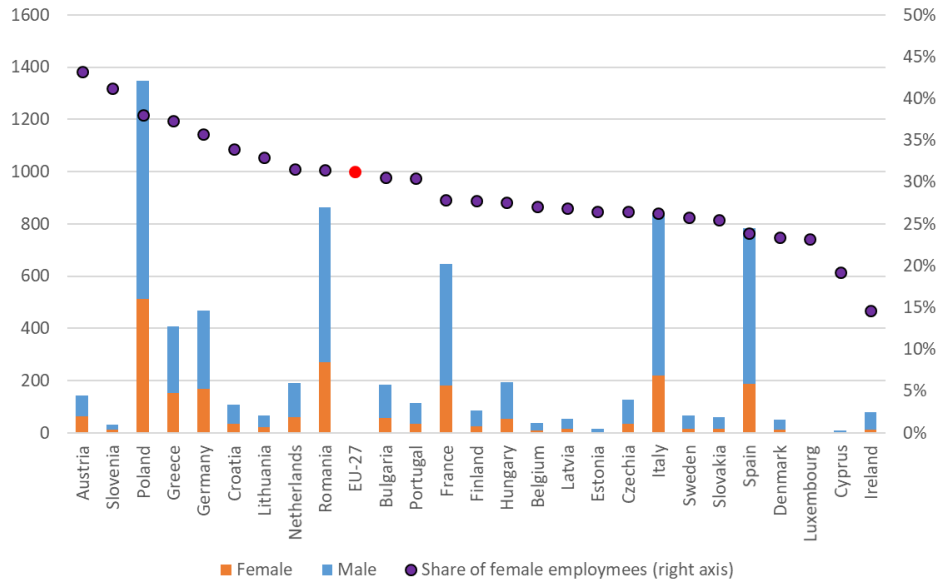
Employment in Agriculture, forestry and fishing in 2021  
(people from 15-64 years; in thousands and as share of total employment)



Across most EU Member States, **employment in Agriculture, forestry and fisheries accounts for less than 5% of total employment**. The highest share of labour workforce in agriculture has Romania, the lowest is Luxembourg.

## 2.2. Agriculture sector – employment by sex

Employment in Agriculture, forestry and fishing in 2021 (by sex; people from 15-64 years; in thousands and share of female employees from total of the sector)

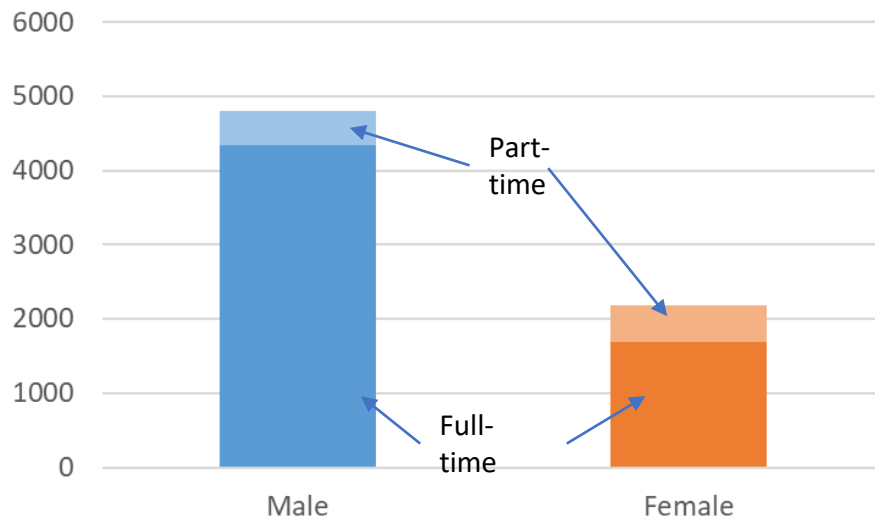


Across the EU, **women represent some 30% of the total workforce in Agriculture, forestry and fisheries**. Austria has the most balanced share of agriculture employees when it comes to sex. 40% of agriculture workforce are women in AT. In IE only 15% of agriculture workforce are women.

Source: Eurostat 2022 (LFSQ\_EGAN2)

## 2.3. Agriculture sector - Employment – full-time and part-time

Employment in Agriculture, forestry and fishing in 2021 (EU-27; by sex and time regime; people from 15-64 years; in thousands)

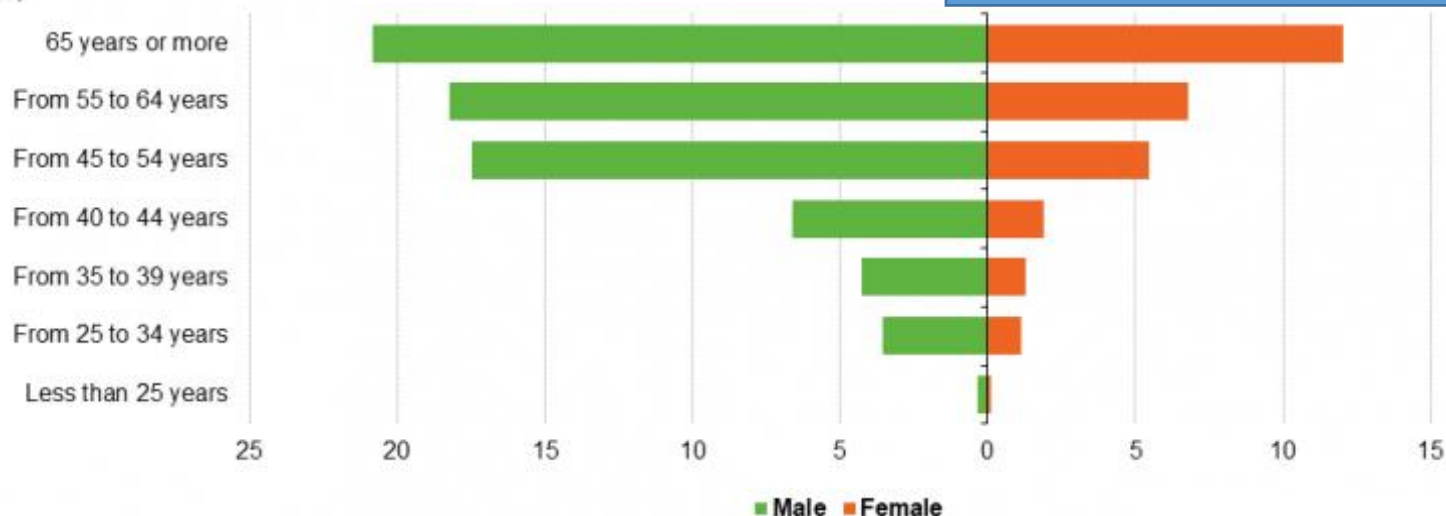


**23% of female employees in Agriculture, forestry and fisheries work part-time**  
(Share of part-time for male employees in this sector: 10% of all)

(Share of female part-time employees across all economic sectors: 29%)

## 2.4. Agriculture sector - Farm managers by sex and age

**Farm managers by age class and sex, EU-27, 2016**  
(%)

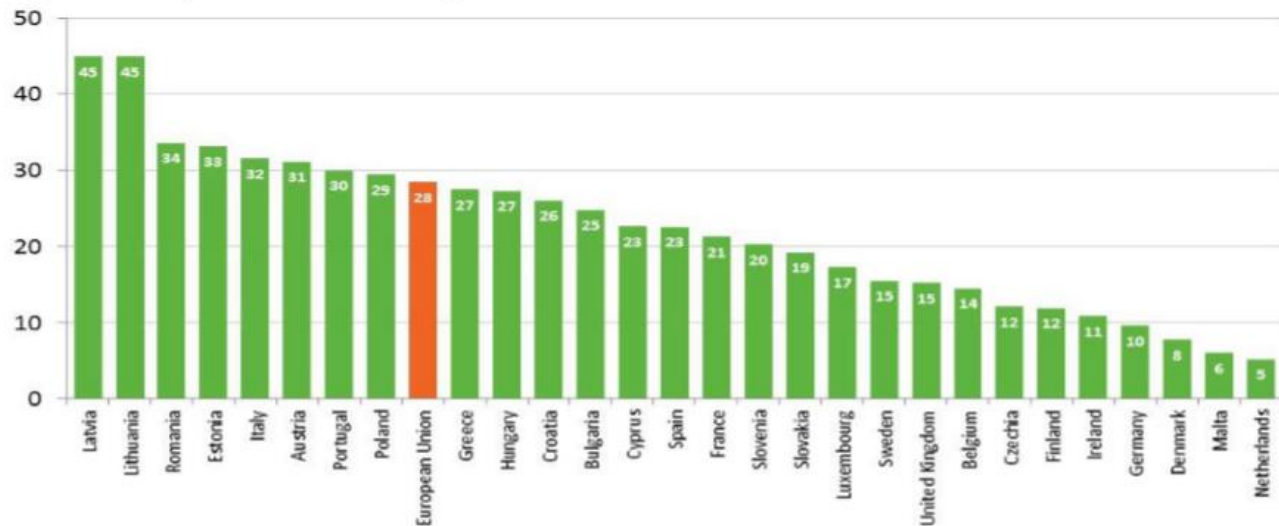


Source: Eurostat (online data code: ef\_m\_farmang)



## 2.5. Agriculture sector – female farm managers

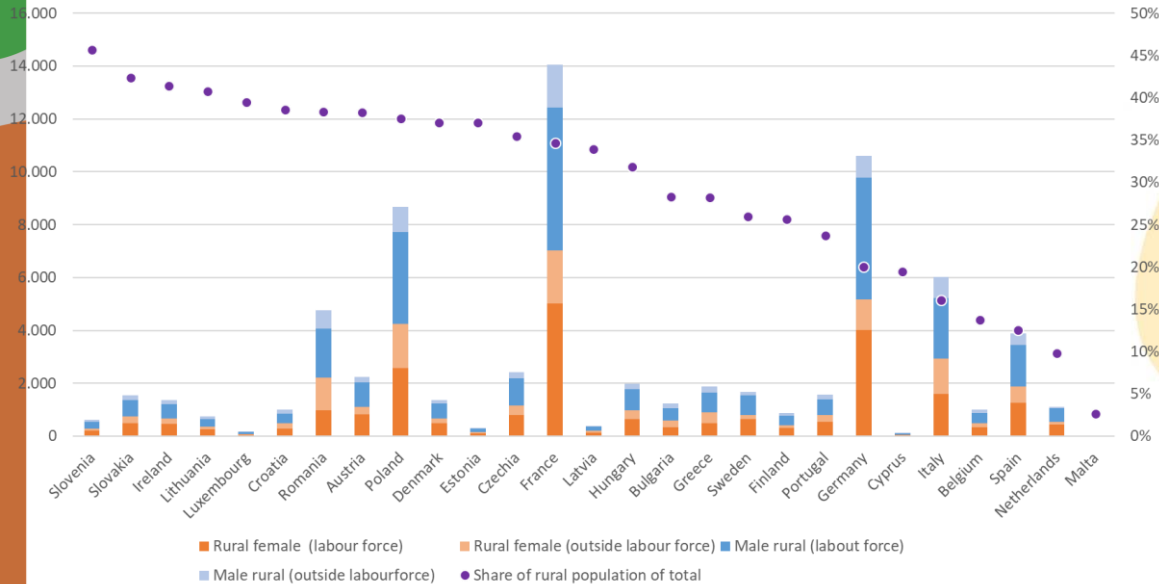
Proportion of farm managers who are women, 2016 (%)



Source: Eurostat

## 2.6. Rural areas – Active Rural Population

Active rural population in 2021 and share of total population  
(from 15 – 64 years; in thousands)



Source: Eurostat 2022 (LFST\_R\_PGAUWSN)

### EU-27:

**34.9 million female +  
36.7 million male**

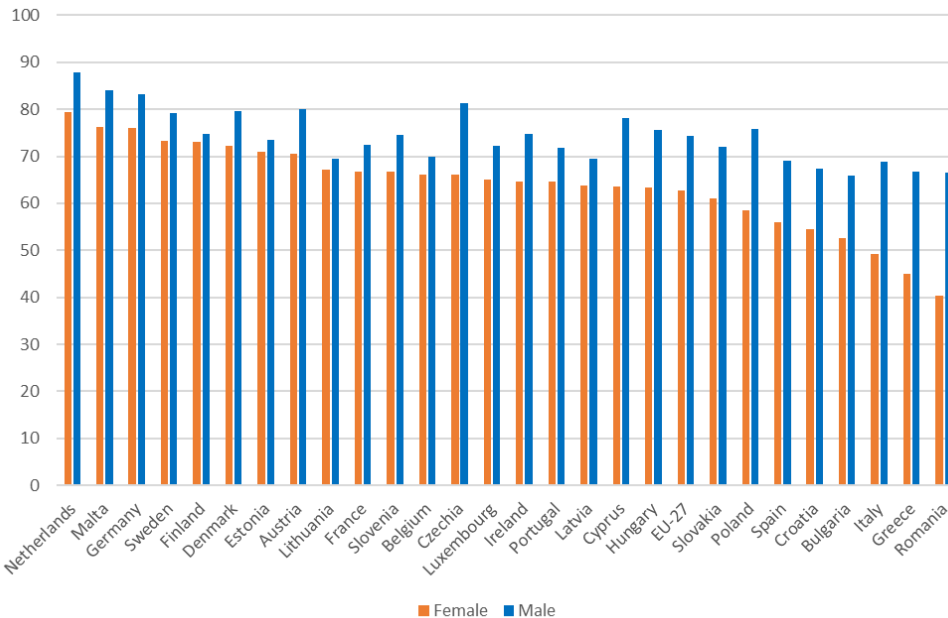
**25% of EU active  
population is rural;**

**12% of EU active  
population are rural  
women**



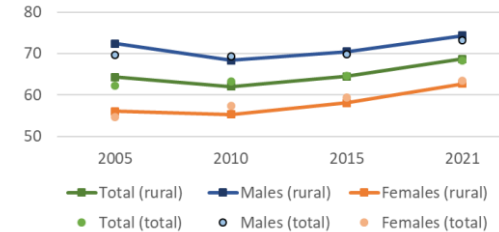
## 2.7. Rural areas - Employment rate

Employment rate in rural areas in 2021 (people between 15-64 years; in %)



Source: Eurostat 2022 (LFST\_R\_ERGAU)

Employment rates (2005-2021, EU-27, from 15-64 years, Eurostat)

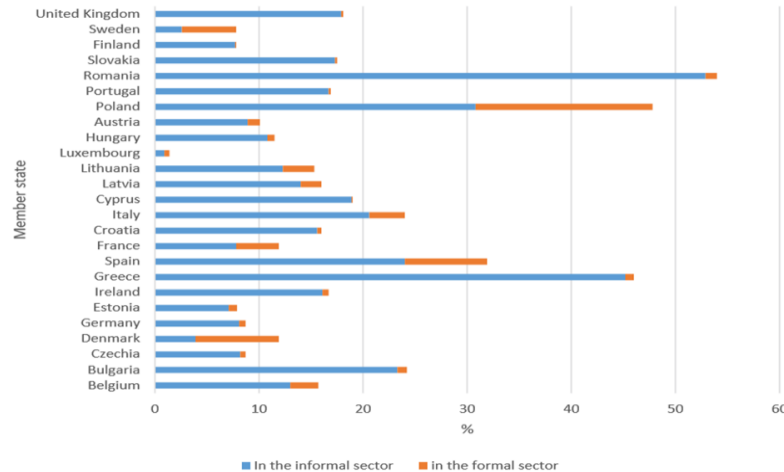


The employment rates have been increasing in recent years.

**However, the employment rate of rural women is consistently lower than for rural men.** NL has the highest employment rate for rural women at ca. 80%. Romanian rural women are only employed at 40%.

## 2.8. Rural areas – Informal Employment

Figure 4: Share of informal employment in total employment in rural areas of the EU

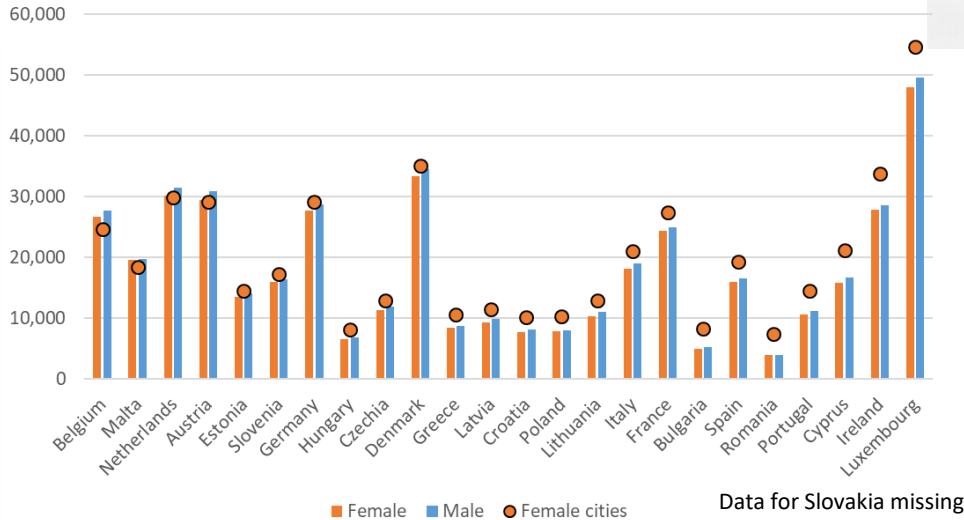


Source: ILO, 2018; pages 91-96

The share of informal employment in rural areas is disproportionately higher than in the formal sector.

## 2.9. Rural areas - Income

Mean equalized net income in rural areas in 2021  
(by sex; in €)



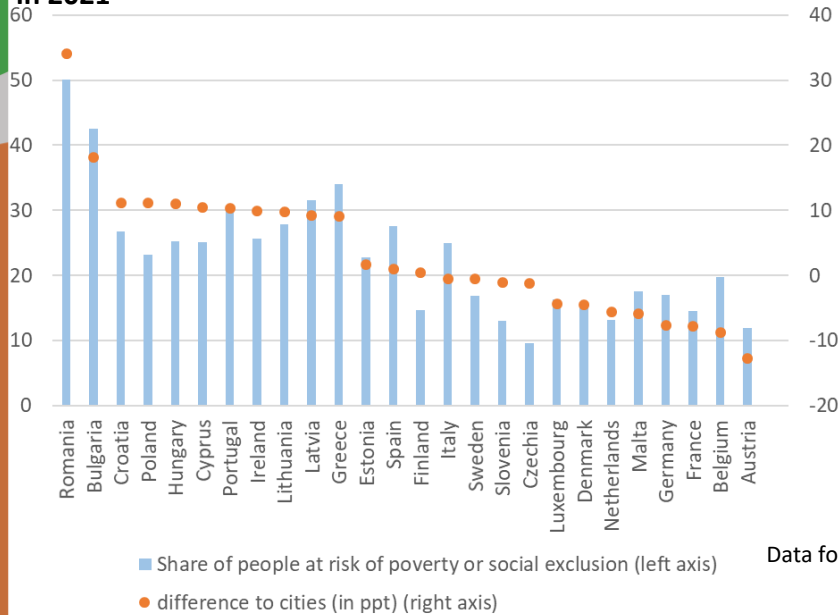
Source: Eurostat 2022 (ILC\_DI17)



**Income for rural women is lower than for rural men in all Member States.** In the majority of MSs the income for women in cities is higher than the income of rural women.

## 2.10. Rural areas - risk of poverty

People at risk of poverty or social exclusion in rural areas in 2021



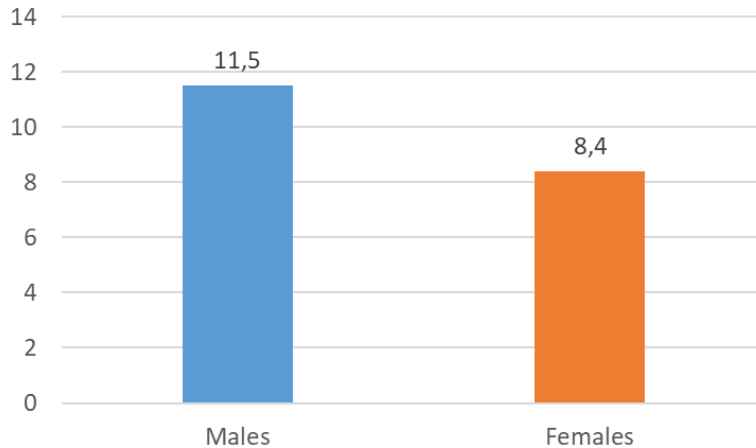
Data for Slovakia missing



In roughly half of the EU Member States, the risk for poverty is greater rural areas than in cities.

## 2.11. Rural areas – Education/training

**Early leavers from education or training in rural areas in 2021**  
(EU-27; 18-24 years; in percentage of all)



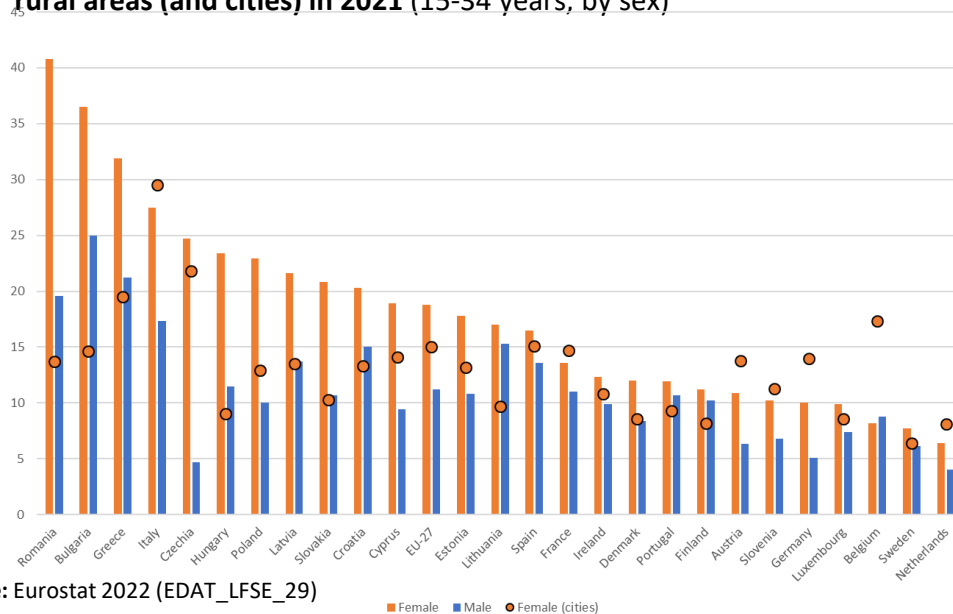
Source: Eurostat 2022 (EDAT\_LFSE\_30)



**Rural women leave less often training/education than men.**

## 2.12. Rural areas – young people neither employed nor in education

Young people neither in employment nor in education and training in rural areas (and cities) in 2021 (15-34 years, by sex)



Source: Eurostat 2022 (EDAT\_LFSE\_29)

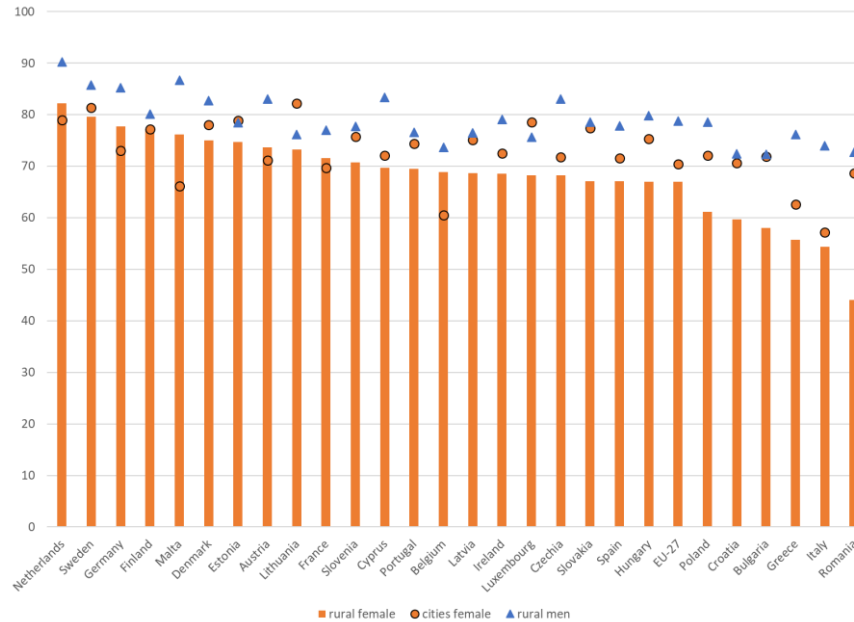
**Young women in rural areas are more often neither employed or in training than young men in rural areas.**

However, in some EU Member States the rates for young women is even higher in cities.



## 2.13. Rural areas - Activity rate

Activity rate of rural women vs. rural men and cities' women in 2021 (15-64 years, by sex)



**In all MSs rural men have higher activity rate than rural women. In the majority of MSs cities' women have higher activity rate than rural women.**

Source: Eurostat 2022 (LFST\_R\_AREDNU)

## 2.14. Agriculture and rural areas – summary of women challenges

- Less than 30% of EU's farm managers are women and their farms are smaller than of their male counterparts;
- Only 30% of women work in agriculture sector;
- Women are **more likely than men to work in the informal economy and on part time basis**, however, their participation through the informal rural economy is not statistically recognized;
- **Rural women have lower income than rural men** in all EU Member States
- Due to the structural deficiencies of local labour markets, **women** (mostly highly-qualified) **outmigrate from rural areas** at a higher rate than men.

### 3. Commission's action against women inequalities in agriculture and rural areas

- **For the first time in the history of CAP – specific objective number 8 that refers explicitly to women** by promoting gender equality, including the participation of women in farming.
- CAP funds, European Social Fund+, the European Regional Development Fund and Recovery and Resilience Facility support:
  - Investments into infrastructure and services – enablers of social inclusion of women;
  - Provision of incentives for local employment opportunities for women;
  - Enhanced support and incentives for female farmers
  - Improving the access to loans for women for entrepreneurial activities;
  - Empowering women in decision making
- Enhanced monitoring of gender equality implementation – **gender budgeting** - a methodology to **measure the relevant expenditure at programme level in the MFF 2021-2027**

### 3.1. Commission's action against women inequalities in agriculture and rural areas

#### ➤ **Long Term Vision of Rural Areas**

➤ Through Flagship initiative called '**Social resilience and Women in rural areas**' the supports for women will be provided to entrepreneurship, participation in decision-making and investments in work-life balance services, such as early childhood education and care, as well as services for older people.

➤ **Mainstreaming of the needs of women in agriculture and rural areas into the various relevant Commission's files** including regional policy, social policy, demography and ageing policy, energy policy, educational policy etc.

## 3.2. Commission's action against women inequalities in agriculture and rural areas

- **Social conditionality** - the historic step towards ensuring better workers' conditions in agriculture sector.
- With the introduction of social conditionality into the CAP there is an added incentive for farmers to respect the rules relating to working conditions of agriculture workforce. Farmers who do not respect workers' rights will be faced by the serious reductions of CAP payments.
- The social conditionality legislation will enhance workers' rights independently from their origin or working contract – this will be a great win for women equality.

## 4. Success stories – EAFRD funding



**CZ female farmer becomes one of the largest goat milk producers thanks to EAFRD funding**



- [https://enrd.ec.europa.eu/projects-practice/michaela-hlubkova-dairy-farm-start\\_en](https://enrd.ec.europa.eu/projects-practice/michaela-hlubkova-dairy-farm-start_en)

## 4.1. Success stories –EAFRD funding



Three rural women in Romania start a successful patisserie

- [https://enrd.ec.europa.eu/projects-practice/upscaling-confectionary-and-patisserie-workshop-rural-romania\\_en](https://enrd.ec.europa.eu/projects-practice/upscaling-confectionary-and-patisserie-workshop-rural-romania_en)



## 4.2. Success stories – EAFRD funding



**LT village women  
create successful  
organic goodies  
brand**

- [https://enrd.ec.europa.eu/projects-practice/“goodies-village”-lithuania\\_en](https://enrd.ec.europa.eu/projects-practice/“goodies-village”-lithuania_en)





# Thank you



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# Thanking Words

***Nadine ZAKHIA-ROZIS,***

GenderSMART Project Co-ordinator  
CIRAD, France

LUNCH BREAK  
13:00 - 14:00



Gender  
SMART  
SCIENCE MANAGEMENT OF AGRICULTURE &  
LIFE SCIENCES. INCLUDING RESEARCH AND TEACHING